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ABSTRACT

This report on the third year of evaluation of the Arizona career ladder research and evaluation project indicates that to a high degree, project requirements are being realized; the study is clearly determining if teachers' professional careers and instructional performance activities are enhanced by the system, and what effects these developments have on accountability for student learning. Data gathered from the study are presented on tables. They present the quantitive levels of career ladder project acceptability described on the basis of specific program components and demographic conditions. These averages are initially broken down by the following seven demographic factors: (1) gender; (2) career ladder participation; (3) position in distrct; (4) years of teaching experience; (5) degree currently held; (6) ethnicity; and (7) level taught. These dually stratified results are also aggregated across all respondents for Phase I, II, and III districts. (JD)

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RESEARCH FINDINGS ON EFFECTIVE PROGRAM DESIGNS AND METHODOLOGIES

Quantitative Levels of Program Acceptability by Components and Demographic Conditions

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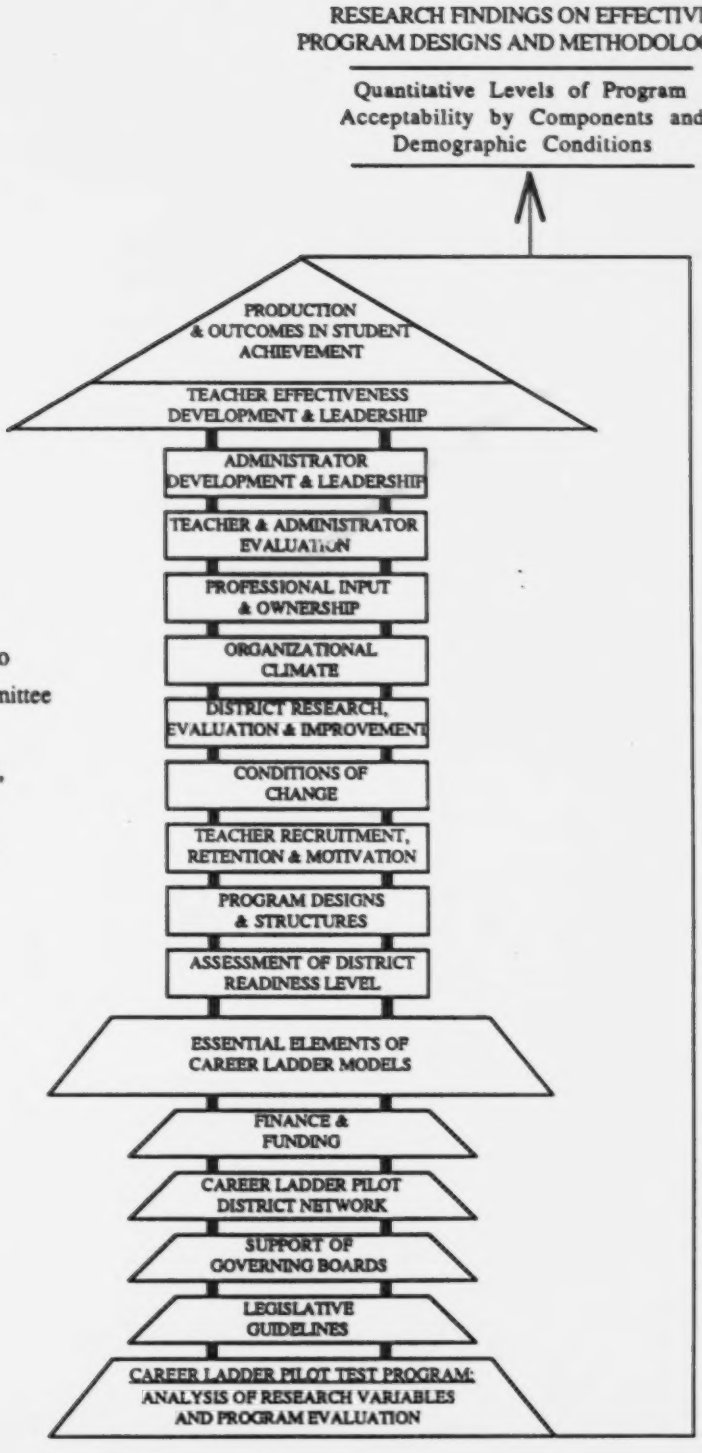
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PRODUCTION & OUTCOMES IN STUDENT ACHIEVEMENT
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LEGISLATIVE GUIDELINES
CAREER LADDER PILOT TEST PROGRAM: ANALYSIS OF RESEARCH VARIABLES AND PROGRAM EVALUATION

A Model of Interrelated Components of Program Support and Focus

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QUANTITATIVE LEVELS OF PROGRAM ACCEPTABILITY BY COMPONENTS AND DEMOGRAPHIC CONDITIONS

Overview

Career ladder program assessment for 1988, conducted by "The Arizona Career Ladder Research and Evaluation Project," is in its third year of data collection, analysis and reporting. Even though it is a very difficult (and sometimes risky) task to implement evaluation research in social settings like these, all 15 pilot-test districts have demonstrated exemplary cooperation and assistance in meeting research requirements and, when evaluation warrants it, initiating appropriate program changes. To a high degree, project requirements are being realized; the study is clearly determining if teachers' professional careers and instructional performance activities are enhanced by the system, and what effects these developments have on accountability for student learning.

Out of the 15 districts involved, there are seven "Phase I" organizations with three years of research data, three "Phase II," with two years of results and five "Phase III" districts with one assessment.

Data Collection Instrumentation and Procedures

One of the valuable data sources has been to survey the perceptions of people most closely affected by the career ladder intervention program. An ongoing information-gathering procedure has been to collect feedback from all district personnel regarding an array of concepts related to program acceptability and effectiveness. Each year, through a questionnaire, teachers as well as administrators, have provided extensive information about their observations and feelings by responding to both "forced-choice" and "open-ended" questions pertaining to specific program components. These results allow the researchers to analyze, interpret and report quantitative and qualitative data.

The Perception Assessment Scale. In 1986, the "Perception Assessment Scale" was developed and implemented by Packard, Bierlein, Aleamoni, and Helmstadter, research faculty from the three state universities (See Exhibit A, for an example of the scale). This survey contains a demographic section

and six major components for program assessment. The components have been "factor analyzed" and found to be highly valid constructs.

The information contained within the responses to the survey readily lends itself to a number of useful comparative analyses. For example, researchers may directly compare the responses of teachers who have been placed on the career ladder with those of teachers not yet placed on such key program components as "Teacher Evaluation Concepts" and "Staff Development Concepts." In any given year, the researchers can provide knowledge of the degree to which these two groups appreciate certain program concepts, as well as the magnitude and direction of any differences in responses.

Program Components and Demographics. This particular document presents average scores of responses regarding levels of program acceptability shown by program components, districts, developmental phases and other demographic conditions. Sub-scale components include the following variables or concepts: (1) General, (2) Staff Development, (3) Teacher Evaluation, (4) Peer Evaluation, (5) Career Ladder Placement, and (6) Organizational Climate. Demographic variables included are the following: (1) Phase, (2) District, (3) Gender, (4) Career Ladder participation, (5) Position Held, (6) Ethnicity, (7) Teaching Experience, (8) Degree Earned, and (9) Level Taught.

Response Scores. To determine the level of response scores, "Means" or "Average Scores" were calculated and shown in the tables for the six components and nine demographics of study concern. For each particular question contained within each of the six components respondents were asked to rate each concept statement as, A = Strongly Agree, B = Moderately Agree, C = Moderately Disagree, and D = Strongly Disagree. The researchers assigned quantities from "Strongly Agree" to "Strongly Disagree" on the basis of 4,3,2,1. Therefore, any average score shown in the tables which is above 2.5 results in a degree of tendency toward the "Agree" side; conversely, any score below 2.5 results in the degree of tendency toward "Disagreement."

Listing of Tables by Program Components and Demographics. The following is a listing and brief summary describing the location and contents of each table depicted on the basis of the average "degree of acceptability" for each demographic condition and program component:

1. Table 1, Average Subsection Scores by Phase, District and Gender, page 5, depicts the average subscale scores for the six assessment components and the demographic condition of gender. These results are presented by individual pilot-test districts by phase and by entire sample.

2. Table 2, Average Subsection Scores by Phase, District and Career Ladder Participation, page 7, depicts subscale scores for the six assessment components and the demographic condition of career ladder participation (grouped as placed on the career ladder or not a participant in the program). These results are presented by individual pilot-test districts by phase and by entire sample.

3. Table 3, Average Subsection Scores by Phase, District and Position in District, page 9, depicts the average subscale scores for the six assessment components and the demographic condition of Position in District. These results are presented by individual pilot-test districts by phase and by entire sample.

4. Table 4, Average Subsection Scores by Phase, District and Ethnicity, page 13, depicts the average subscale scores for the six assessment components and the demographic condition of Ethnicity. These results are presented by individual pilot-test districts by phase and by entire sample.

5. Table 5, Average Subsection Scores by Phase, District and Years of Teaching Experience, page 17, depicts the average subscale scores for the six assessment components and the demographic condition of Years of Teaching Experience. These results are presented by individual pilot-test districts by phase and by entire sample.

6. Table 6, Average Subsection Scores by Phase, District and Degree Currently Held, page 21, depicts the average subscale scores for the six assessment components and the demographic condition of Degree Currently Held. These results are presented by individual pilot-test districts by phase and by entire sample.

7. Table 7, Average Subsection Scores by Phase, District and Level Taught, page 25, depicts the average subscale scores for the six assessment components and the demographic condition of Level Taught. These results are presented by individual pilot-test districts by phase and by entire sample.

Table 1
Average Subsection Scores by
Phase, District and Gender

District Code	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Peer Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
Phase I							
01	Female	2.829	3.080	2.933	N/A	2.991	3.266
	Male	2.713	3.097	2.930	N/A	3.004	3.290
02	Female	2.629	2.913	2.837	N/A	2.729	3.104
	Male	2.647	3.067	2.872	N/A	2.741	3.100
03	Female	2.622	2.836	2.639	N/A	2.742	2.937
	Male	2.466	2.545	2.527	N/A	2.585	2.896
04	Female	2.706	3.091	2.844	N/A	2.631	3.010
	Male	2.632	3.092	2.796	N/A	2.667	3.017
05	Female	3.271	3.402	3.266	3.038	3.174	3.379
	Male	3.006	3.274	2.899	2.657	2.887	3.095
06	Female	2.597	3.424	2.935	2.795	2.902	3.145
	Male	2.676	3.047	2.585	2.632	2.594	2.853
07	Female	2.574	2.192	2.487	N/A	2.242	2.860
	Male	3.194	2.771	3.000	N/A	2.548	2.487
Phase I Mean Totals	Female	2.724	2.995	2.829	2.917	2.800	3.084
	Male	2.656	2.955	2.754	2.645	2.736	3.027
Phase II							
08	Female	2.415	2.531	2.497	N/A	2.545	3.159
	Male	2.362	2.604	2.484	N/A	2.484	3.010
09	Female	2.615	2.893	2.755	N/A	2.712	3.053
	Male	2.726	3.167	2.771	N/A	2.840	3.054
10	Female	3.073	3.083	2.911	N/A	2.847	3.030
	Male	3.033	2.972	3.048	N/A	3.114	3.345
Phase II Mean Totals	Female	2.457	2.587	2.538	N/A	2.573	3.145
	Male	2.415	2.661	2.530	N/A	2.538	3.030
Phase III							
11	Female	2.349	2.013	2.423	N/A	2.328	2.776
	Male	1.775	2.262	2.003	N/A	2.079	2.426
12	Female	1.888	1.995	1.927	N/A	1.889	2.611
	Male	1.941	2.261	1.996	N/A	2.088	2.677

Table 1
Average Subsection Scores by Phase, District and Gender
Page 2

District Code	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Peer Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
Phase III (Cont'd)							
13	Female	2.443	2.541	2.533	N/A	2.577	2.922
	Male	2.073	2.344	2.186	N/A	2.273	2.695
14	Female	2.065	2.080	2.074	N/A	2.124	2.221
	Male	2.482	2.479	2.390	N/A	2.559	2.179
15	Female	2.360	2.309	2.256	N/A	2.232	2.987
	Male	2.452	2.307	2.386	N/A	2.302	3.018
Phase III Mean Totals	Female	2.126	2.139	2.147	N/A	2.130	2.713
	Male	2.096	2.306	2.152	N/A	2.207	2.715
Entire Sample	Female	2.537	2.730	2.623	N/A	2.611	3.024
	Male	2.502	2.778	2.601	N/A	2.601	2.973

* N/A = Not Applicable

Table 2
Average Subsection Scores by
Phase, District and Career Ladder Participation

District Code	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Peer Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
Phase I							
01	Placed	2.817	3.059	3.000	N/A	3.010	3.253
	Not Placed	2.412	2.910	2.433	N/A	2.712	3.115
02	Placed	2.589	2.906	2.825	N/A	2.688	3.075
	Not Placed	2.576	2.483	2.132	N/A	2.490	3.127
03	Placed	2.628	2.805	2.661	N/A	2.724	2.926
	Not Placed	2.191	2.368	2.075	N/A	2.414	2.817
04	Placed	2.765	3.104	2.881	N/A	2.694	3.036
	Not Placed	2.192	3.239	2.522	N/A	2.265	2.856
05	Placed	3.368	3.510	3.294	3.009	3.183	3.375
	Not Placed	2.728	2.866	2.714	2.942	2.842	3.167
06	Placed	2.680	3.283	2.824	2.740	2.810	3.007
	Not Placed	2.188	3.250	2.593	2.685	2.477	3.266
07	Placed	2.810	2.289	2.751	N/A	2.424	3.021
	Not Placed	2.390	1.722	2.002	N/A	1.717	2.646
Phase I Mean Totals	Placed	2.702	2.966	2.818	2.875	2.767	3.047
	Not Placed	2.383	2.723	2.368	2.814	2.509	2.996
Phase II							
08	Placed	2.625	2.594	2.689	N/A	2.652	3.115
	Not Placed	2.046	2.340	2.034	N/A	2.181	3.094
09	Placed	2.661	2.957	2.820	N/A	2.712	3.107
	Not Placed	2.308	3.048	2.197	N/A	2.566	2.697
10	Placed	3.331	3.288	3.341	N/A	3.373	3.337
	Not Placed	2.516	2.558	2.300	N/A	2.162	2.677
Phase II Mean Totals	Placed	2.656	2.663	2.729	N/A	2.686	3.122
	Not Placed	2.081	2.387	2.060	N/A	2.198	3.053
Phase III							
11	Placed	2.567	2.357	2.636	N/A	2.580	2.791
	Not Placed	2.147	1.993	2.280	N/A	2.217	2.719
12	Placed	2.184	2.006	2.056	N/A	2.028	2.420
	Not Placed	1.758	1.977	1.844	N/A	1.841	2.665

Table 2
Average Subsection Scores by Phase, District and Career Ladder Participation
Page 2

District Code	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Peer Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
Phase III (Cont'd)							
13	Placed	2.931	2.925	3.147	N/A	2.779	2.922
	Not Placed	2.121	2.252	2.159	N/A	2.279	2.849
14	Placed	1.400	1.250	2.000	N/A	1.667	1.923
	Not Placed	1.951	2.048	2.011	N/A	1.885	2.150
15	Placed	2.647	2.238	2.502	N/A	2.447	3.111
	Not Placed	2.124	2.273	2.016	N/A	2.061	3.002
Phase III Mean Totals	Placed	2.531	2.298	2.494	N/A	2.388	2.818
	Not Placed	1.929	2.070	1.981	N/A	1.997	2.722
Entire Sample	Placed	2.685	2.871	2.786	N/A	2.734	3.057
	Not Placed	2.067	2.291	2.081	N/A	2.155	2.868

* N/A = Not Applicable

Table 3
Average Subsection Scores by
Phase, District and Position in District

District Code	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Peer Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
Phase I							
01	Teacher	2.773	3.021	2.894	N/A	2.951	3.256
	Librarian	3.300	3.667	3.357	N/A	3.077	3.731
	Counselor	2.070	2.500	1.952	N/A	2.256	3.282
	Other Res.	2.825	3.109	2.991	N/A	3.032	3.125
	Bldg. Adm.	2.962	3.452	3.256	N/A	3.300	3.700
	Ctrl. Of. Ad.	-	-	-	N/A	-	-
02	Teacher	2.583	2.897	2.817	N/A	2.695	3.071
	Librarian	2.552	2.512	2.587	N/A	2.637	3.120
	Counselor	1.400	1.500	1.714	N/A	1.923	1.571
	Other Res.	2.684	2.963	2.820	N/A.	2.612	3.160
	Bldg. Adm.	3.156	3.431	3.317	N/A	3.300	3.492
	Ctrl. Of. Ad.	-	-	-	N/A	-	-
03	Teacher	2.535	2.736	2.580	N/A	2.679	2.912
	Librarian	2.488	2.817	2.619	N/A	2.532	3.071
	Counselor	3.027	3.094	3.119	N/A	2.826	3.069
	Other Res.	2.811	2.879	2.724	N/A	2.785	2.871
	Bldg. Adm.	-	-	-	N/A	-	-
	Ctrl. Of. Ad.	-	-	-	N/A	-	-
04	Teacher	2.634	3.049	2.767	N/A	2.594	2.965
	Librarian	2.600	2.750	2.650	N/A	2.520	3.154
	Counselor	3.026	3.200	3.133	N/A	2.767	2.892
	Other Res.	2.935	3.344	3.146	N/A	2.887	3.288
	Bldg. Adm.	3.400	4.000	3.857	N/A	3.833	4.000
	Ctrl. Of. Ad.	-	-	-	N/A	-	-
05	Teacher	3.233	3.374	3.171	2.951	3.085	3.321
	Librarian	-	-	-	-	-	-
	Counselor	3.150	3.437	3.036	2.854	3.246	3.135
	Other Res.	3.288	3.533	3.323	3.132	3.180	3.393
	Bldg. Adm.	2.969	3.143	3.056	2.694	3.070	3.259
	Ctrl. Of. Ad.	-	-	-	-	-	-

Table 3
Average Subsection Scores by Phase, District and Position in District
Page 2

District Code	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Peer Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
Phase I (Cont'd)							
06	Teacher	2.603	3.260	2.772	2.718	2.763	2.993
	Librarian	2.300	2.250	2.667	2.750	2.769	2.923
	Counselor	2.660	3.150	2.450	2.683	2.415	3.115
	Other Res.	2.809	3.667	3.405	3.000	3.164	3.321
	Bldg. Adm.	3.600	4.000	3.286	3.333	3.462	3.692
	Ctrl. Of. Ad.	-	-	-	-	-	-
07	Teacher	2.771	2.144	2.655	N/A	2.240	2.924
	Librarian	-	-	-	N/A	-	-
	Counselor	3.080	2.800	2.714	N/A	2.557	2.662
	Other Res.	2.800	3.167	2.786	N/A	3.125	3.115
	Bldg. Adm.	2.400	1.000	2.200	N/A	2.500	2.875
	Ctrl. Of. Ad.	-	-	-	N/A	-	-
Phase I Mean Totals	Teacher	2.665	2.938	2.772	2.835	2.742	3.045
	Librarian	2.586	2.764	2.675	2.750	2.617	3.146
	Counselor	2.853	3.008	2.779	2.769	2.677	2.966
	Other Res.	2.850	3.087	2.923	3.172	2.848	3.098
	Bldg. Adm.	3.032	3.342	3.212	3.014	3.240	3.515
	Ctrl. Of. Ad.	-	-	-	-	-	-
Phase II							
08	Teacher	2.384	2.492	2.477	N/A	2.474	3.100
	Librarian	2.247	2.333	2.314	N/A	2.452	2.959
	Counselor	2.251	2.667	2.179	N/A	2.444	3.259
	Other Res.	2.613	2.452	2.643	N/A	2.658	3.196
	Bldg. Adm.	2.585	3.077	2.752	N/A	2.983	3.422
	Ctrl. Of. Ad.	-	-	-	N/A	-	--
09	Teacher	2.561	2.921	2.648	N/A	2.645	3.025
	Librarian	2.500	3.333	3.143	N/A	3.000	3.308
	Counselor	3.114	3.583	2.940	N/A	3.016	3.538
	Other Res.	2.811	2.926	3.103	N/A	2.895	3.027
	Bldg. Adm.	3.000	2.500	2.800	N/A	3.769	-
	Ctrl. Of. Ad.	-	-	-	N/A	-	-

Table 3
Average Subsection Scores by Phase, District and Position in District
Page 3

District Code	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Peer Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
Phase II (Cont'd)							
10	Teacher	2.999	2.902	2.908	N/A	2.856	3.068
	Librarian	-	-	-	N/A	-	-
	Counselor	3.083	3.250	2.821	N/A	2.577	2.827
	Other Res.	2.567	2.917	2.619	N/A	2.846	3.154
	Bldg. Adm.	-	-	-	N/A	-	-
	Ctrl. Of. Ad.	-	-	-	N/A	-	-
Phase II Mean Totals	Teacher	2.418	2.540	2.507	N/A	2.502	3.093
	Librarian	2.289	2.500	2.452	N/A	2.544	3.017
	Counselor	2.481	2.886	2.384	N/A	2.528	3.204
	Other Res.	2.645	2.578	2.735	N/A	2.715	3.162
	Bldg. Adm.	2.595	3.064	2.753	N/A	3.002	3.422
	Ctrl. Of. Ad.	-	-	-	N/A	-	-
Phase III							
11	Teacher	2.202	1.957	2.300	N/A	2.249	2.709
	Librarian	1.500	2.000	2.571	N/A	1.923	2.231
	Counselor	-	-	-	N/A	-	-
	Other Res.	3.010	3.125	2.900	N/A	2.766	2.954
	Bldg. Adm.	-	-	-	N/A	-	-
	Ctrl. Of. Ad.	-	-	-	N/A	-	-
12	Teacher	1.868	1.993	1.897	N/A	1.908	2.600
	Librarian	1.537	1.738	2.184	N/A	1.779	2.950
	Counselor	1.000	-	1.000	N/A	1.308	2.923
	Other Res.	1.866	2.034	1.849	N/A	1.864	2.679
	Bldg. Adm.	2.793	3.389	2.948	N/A	3.042	3.063
	Ctrl. Of. Ad.	-	-	-	N/A	-	-
13	Teacher	2.320	2.444	2.432	N/A	2.415	2.802
	Librarian	1.904	2.250	1.857	N/A	2.538	2.295
	Counselor	2.300	-	2.000	N/A	2.875	2.769
	Other Res.	2.386	2.847	2.510	N/A	2.418	3.310
	Bldg. Adm.	3.000	3.250	3.000	N/A	3.455	4.000
	Ctrl. Of. Ad.	-	-	-	N/A	-	-

Table 3
Average Subsection Scores by Phase, District and Position in District
Page 4

District Code	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Peer Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
Phase III (Cont'd)							
14	Teacher	2.090	2.024	2.050	N/A	2.116	2.179
	Librarian	-	-	-	N/A	-	-
	Counselor	-	-	-	N/A	-	-
	Other Res.	2.020	1.944	1.623	N/A	1.739	2.266
	Bldg. Adm.	1.750	4.000	3.750	N/A	3.200	-
	Ctrl. Of. Ad.	-	-	-	N/A	-	-
15	Teacher	2.389	2.299	2.273	N/A	2.245	2.989
	Librarian	2.250	2.875	2.714	N/A	2.000	3.154
	Counselor	-	-	-	N/A	-	-
	Other Res.	2.207	2.250	2.280	N/A	2.140	3.055
	Bldg. Adm.	-	-	-	N/A	-	-
	Ctrl. Of. Ad.	-	-	-	N/A	-	-
Phase III Mean Totals	Teacher	2.110	2.131	2.123	N/A	2.125	2.694
	Librarian	1.728	2.051	2.220	N/A	1.950	2.802
	Counselor	1.650	-	1.500	N/A	2.091	2.846
	Other Res.	2.085	2.258	2.059	N/A	2.046	2.787
	Bldg. Adm.	2.688	3.448	3.054	N/A	3.114	3.219
	Ctrl. Of. Ad.	-	-	-	N/A	-	-
Entire Sample	Teacher	2.492	2.685	2.579	N/A	2.560	2.985
	Librarian	2.278	2.512	2.510	N/A	2.432	3.040
	Counselor	2.664	2.962	2.582	N/A	2.598	3.053
	Other Res.	2.646	2.828	2.707	N/A	2.657	3.046
	Bldg. Adm.	2.831	3.237	3.010	N/A	3.136	3.455
	Ctrl. Of. Ad.	–	-	-	N/A	-	-

* N/A = Not Applicable

Table 4
Average Subsection Scores by
Phase, District and Ethnicity

District Code	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Peer Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
Phase I							
01	Anglo	2.810	3.116	2.966	N/A	3.015	3.272
	Hispanic	2.764	3.103	2.977	N/A	3.093	3.422
	Native Am.	3.320	3.183	3.543	N/A	3.200	3.431
	Black	2.300	3.500	1.286	N/A	2.462	3.615
	Asian	2.733	2.833	2.276	N/A	3.015	3.285
	Other	-	-	-	N/A	-	-
02	Anglo	2.638	2.949	2.849	N/A	2.730	3.105
	Hispanic	2.603	2.882	2.738	N/A	2.805	3.062
	Native Am.	2.506	2.611	3.129	N/A	2.979	3.423
	Black	2.972	3.187	2.857	N/A	2.935	2.916
	Asian	2.625	2.500	2.167	N/A	2.000	2.769
	Other	-	-	-	N/A	-	-
03	Anglo	2.581	2.812	2.615	N/A	2.739	2.940
	Hispanic	2.690	2.737	2.654	N/A	2.700	2.917
	Native Am.	2.475	2.792	2.929	N/A	2.923	3.072
	Black	2.425	2.646	2.464	N/A	2.365	2.635
	Asian	2.780	2.933	2.743	N/A	2.769	2.951
	Other	-	-	-	N/A	-	-
04	Anglo	2.703	3.101	2.854	N/A	2.645	3.021
	Hispanic	2.100	2.000	2.452	N/A	2.542	2.538
	Native Am.	2.700	3.083	2.500	N/A	2.585	3.015
	Black	-	-	-	N/A	-	-
	Asian	2.400	3.500	1.857	N/A	3.000	2.385
	Other	-	-	-	N/A	-	-
05	Anglo	3.257	3.392	3.224	2.973	3.134	3.318
	Hispanic	3.389	4.000	3.417	3.333	3.545	3.846
	Native Am.	2.640	2.750	2.783	2.247	2.607	3.462
	Black	-	-	-	-	-	-
	Asian	2.556	2.250	1.000	2.500	2.538	2.692
	Other	-	-	-	-	-	-

Table 4
Average Subsection Scores by Phase, District and Ethnicity
Page 2

District Code	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Peer Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
Phase I (Cont'd)							
06	Anglo	2.618	3.295	2.819	2.740	2.806	3.080
	Hispanic	2.663	3.250	2.905	2.589	2.911	3.105
	Native Am.	2.767	3.167	2.714	2.833	2.598	2.615
	Black	2.800	2.500	2.714	2.500	2.615	2.615
	Asian	-	-	-	-	-	-
	Other	-	-	-	-	-	-
07	Anglo	2.673	2.247	2.565	N/A	2.272	2.881
	Hispanic	2.200	2.500	2.000	N/A	2.417	2.269
	Native Am.	-	-	-	N/A	-	-
	Black	-	-	-	N/A	-	-
	Asian	-	-	-	N/A	-	-
	Other	-	-	-	N/A	-	-
Phase I Mean Totals	Anglo	2.723	3.016	2.837	2.857	2.801	3.088
	Hispanic	2.680	2.809	2.700	2.961	2.762	2.988
	Native Am.	2.733	2.908	2.940	2.540	2.824	3.204
	Black	2.669	2.933	2.529	2.500	2.628	2.843
	Asian	2.698	2.856	2.324	2.538	2.766	2.917
	Other	-	-	-	-	-	-
Phase II							
08	Anglo	2.411	2.563	2.504	N/A	2.545	3.140
	Hispanic	2.351	2.523	2.421	N/A	2.419	3.116
	Native Am.	2.254	2.571	2.405	N/A	2.410	2.802
	Black	2.047	2.667	2.381	N/A	2.354	2.737
	Asian	2.736	2.667	2.881	N/A	2.782	3.404
	Other	-	-	-	N/A	-	-
09	Anglo	2.640	2.940	2.754	N/A	2.768	3.044
	Hispanic	2.600	3.167	2.857	N/A	2.056	3.269
	Native Am.	-	-	-	N/A	-	-
	Black	-	-	-	N/A	-	-
	Asian	-	-	-	N/A	-	-
	Other	-	-	-	N/A	-	-

Table 4
Average Subsection Scores by Phase, District and Ethnicity
Page 3

District Code	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Peer Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
Phase II (Cont'd)							
10	Anglo	3.147	3.229	3.069	N/A	3.283	3.243
	Hispanic	2.944	3.375	2.714	N/A	2.231	2.538
	Native Am.	3.044	2.760	2.732	N/A	2.566	3.067
	Black	-	-	-	N/A	-	-
	Asian	2.900	3.000	3.286	N/A	2.846	3.308
	Other	-	-	-	N/A	-	-
Phase II Mean Totals	Anglo	2.448	2.614	2.542	N/A	2.584	3.133
	Hispanic	2.411	2.638	2.480	N/A	2.376	3.084
	Native Am.	2.649	2.672	2.592	N/A	2.499	2.944
	Black	2.047	2.667	2.381	N/A	2.354	2.737
	Asian	2.763	2.733	2.962	N/A	2.795	3.385
	Other	-	-	-	N/A	-	-
Phase III							
11	Anglo	2.221	2.042	2.344	N/A	2.280	2.705
	Hispanic	-	-	-	N/A	-	-
	Native Am.	3.400	2.333	3.429	N/A	2.923	3.154
	Black	-	-	-	N/A	-	-
	Asian	3.700	3.000	3.000	N/A	2.846	3.385
	Other	-	-	-	N/A	-	-
12	Anglo	1.944	2.091	2.006	N/A	1.987	2.679
	Hispanic	1.506	1.481	1.431	N/A	1.487	2.202
	Native Am.	2.615	2.528	2.024	N/A	2.452	2.256
	Black	1.514	1.563	1.625	N/A	1.500	1.964
	Asian	1.924	1.667	1.071	N/A	1.000	2.641
	Other	-	-	-	N/A	-	-
13	Anglo	2.234	2.447	2.284	N/A	2.447	2.830
	Hispanic	1.778	4.000	2.333	N/A	2.667	3.769
	Native Am.	2.522	2.333	2.788	N/A	2.511	2.936
	Black	3.000	4.000	3.000	N/A	3.143	3.846
	Asian	3.000	3.000	2.833	N/A	2.800	1.769
	Other	-	-	-	N/A	-	-

Table 4
Average Subsection Scores by Phase, District and Ethnicity
Page 4

District Code	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Peer Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
Phase III (Cont'd)							
14	Anglo	2.132	2.147	2.116	N/A	2.179	2.201
	Hispanic	-	-	-	N/A	-	-
	Native Am.	-	-	-	N/A	-	-
	Black	-	-	-	N/A	-	-
	Asian	-	-	-	N/A	-	-
	Other	-	-	-	N/A	-	-
15	Anglo	2.353	2.321	2.250	N/A	2.211	2.976
	Hispanic	2.288	2.083	2.384	N/A	2.246	2.716
	Native Am.	3.800	3.000	3.714	N/A	3.846	4.000
	Black	2.350	2.375	2.167	N/A	2.213	3.338
	Asian	2.300	2.750	3.000	N/A	2.000	3.727
	Other	-	-	-	N/A	-	-
Phase III Mean Totals	Anglo	2.110	2.180	2.143	N/A	2.151	2.716
	Hispanic	1.854	1.899	1.905	N/A	1.868	2.497
	Native Am.	2.619	2.390	2.753	N/A	2.576	2.906
	Black	2.051	2.194	2.019	N/A	1.999	2.784
	Asian	2.439	2.417	2.195	N/A	1.941	2.933
	Other	-	-	-	N/A	-	-
Entire Sample	Anglo	2.535	2.760	2.631	N/A	2.624	3.028
	Hispanic	2.544	2.685	2.580	N/A	2.602	2.945
	Native Am.	2.672	2.678	2.802	N/A	2.668	3.032
	Black	2.307	2.601	2.307	N/A	2.335	2.804
	Asian	2.639	2.722	2.445	N/A	2.548	3.028
	Other	-	-	-	N/A	-	-

* N/A = Not Applicable

Table 5
Average Subsection Scores by
Phase, District and Years of Teaching Experience

District Code	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Peer Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
Phase I							
01	1-3 Years	3.300	3.050	3.050	N/A	3.103	3.415
	4-7 Years	2.901	3.045	2.833	N/A	2.957	3.345
	8-15 Years	2.756	3.004	2.921	N/A	2.938	3.225
	16-25 Years	2.554	3.022	2.762	N/A	2.925	3.163
	Over 25 Yrs.	2.855	3.212	3.130	N/A	3.047	3.300
02	1-3 Years	2.841	2.856	2.884	N/A	2.761	3.139
	4-7 Years	2.730	2.984	2.874	N/A	2.821	3.178
	8-15 Years	2.431	2.876	2.754	N/A	2.596	3.017
	16-25 Years	2.335	2.929	2.728	N/A	2.577	2.971
	Over 25 Yrs.	2.330	2.333	2.643	N/A	2.381	2.936
03	1-3 Years	2.594	2.739	2.578	N/A	2.730	2.888
	4-7 Years	2.595	2.770	2.568	N/A	2.709	2.938
	8-15 Years	2.624	2.828	2.670	N/A	2.758	2.900
	16-25 Years	2.416	2.529	2.448	N/A	2.460	2.873
	Over 25 Yrs.	2.582	2.971	2.819	N/A	2.612	3.254
04	1-3 Years	2.754	3.138	2.866	N/A	2.640	3.089
	4-7 Years	2.657	2.971	2.874	N/A	2.558	3.036
	8-15 Years	2.682	3.051	2.726	N/A	2.638	2.868
	16-25 Years	2.527	3.224	2.830	N/A	2.691	3.113
	Over 25 Yrs.	2.600	3.333	3.143	N/A	2.923	3.462
05	1-3 Years	2.800	3.167	2.726	2.917	2.860	3.160
	4-7 Years	3.523	3.654	3.565	3.363	3.310	3.414
	8-15 Years	3.240	3.366	3.139	2.896	3.062	3.309
	16-25 Years	3.123	3.333	3.091	2.932	3.065	3.305
	Over 25 Yrs.	3.300	3.667	3.619	3.156	3.447	3.615
06	1-3 Years	2.950	3.187	3.036	2.889	2.973	2.769
	4-7 Years	2.766	3.492	3.052	2.655	2.902	3.140
	8-15 Years	2.652	3.250	2.787	2.868	2.823	2.976
	16-25 Years	2.629	3.290	2.910	2.608	2.785	3.076
	Over 25 Yrs.	2.400	3.206	2.379	2.690	2.497	3.066

Table 5
Average Subsection Scores by Phase, District and Years of Teaching Experience
Page 2

District Code	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Peer Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
Phase I (Cont'd)							
07	1-3 Years	3.187	2.694	2.833	N/A	2.995	3.436
	4-7 Years	2.533	2.000	2.571	N/A	1.885	2.282
	8-15 Years	2.698	2.000	2.613	N/A	2.357	2.990
	16-25 Years	2.348	2.000	2.302	N/A	1.912	2.872
	Over 25 Yrs.	3.067	2.750	2.679	N/A	2.144	2.385
Phase I Mean Totals	1-3 Years	2.762	2.882	2.778	2.903	2.747	3.053
	4-7 Years	2.740	2.965	2.811	3.009	2.780	3.101
	8-15 Years	2.693	2.970	2.798	2.882	2.772	3.027
	16-25 Years	2.545	2.935	2.720	2.770	2.678	3.036
	Over 25 Yrs.	2.686	3.096	2.831	2.923	2.712	3.171
Phase II							
08	1-3 Years	2.631	2.630	2.623	N/A	2.731	3.182
	4-7 Years	2.539	2.533	2.651	N/A	2.626	3.113
	8-15 Years	2.374	2.436	2.439	N/A	2.444	3.089
	16-25 Years	2.083	2.503	2.211	N/A	2.249	3.137
	Over 25 Yrs.	1.853	1.993	1.818	N/A	1.718	2.891
09	1-3 Years	2.699	2.894	2.429	N/A	2.575	2.867
	4-7 Years	2.896	3.185	2.939	N/A	2.885	3.214
	8-15 Years	2.618	2.992	2.847	N/A	2.744	3.098
	16-25 Years	2.240	2.750	2.643	N/A	2.469	2.864
	Over 25 Yrs.	1.981	2.833	2.562	N/A	2.541	3.179
10	1-3 Years	3.600	3.250	3.714	N/A	3.769	3.769
	4-7 Years	2.700	2.500	2.867	N/A	2.647	2.744
	8-15 Years	2.914	2.871	2.753	N/A	2.689	2.971
	16-25 Years	2.842	3.167	2.746	N/A	3.058	3.359
	Over 25 Yrs.	3.339	3.333	3.048	N/A	3.026	3.141
Phase II Mean Totals	1-3 Years	2.651	2.678	2.609	N/A	2.721	3.147
	4-7 Years	2.563	2.590	2.673	N/A	2.642	3.111
	8-15 Years	2.423	2.511	2.494	N/A	2.485	3.084
	16-25 Years	2.121	2.547	2.263	N/A	2.299	3.128
	Over 25 Yrs.	2.211	2.496	2.298	N/A	2.209	3.009

Table 5
Average Subsection Scores by Phase, District and Years of Teaching Experience
Page 3

District Code	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Peer Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
Phase III							
11	1-3 Years	2.400	2.375	2.612	N/A	2.382	3.144
	4-7 Years	2.088	1.817	2.226	N/A	2.257	2.610
	8-15 Years	2.171	1.850	2.243	N/A	2.113	2.667
	16-25 Years	2.387	2.118	2.412	N/A	2.368	2.622
	Over 25 Yrs.	2.719	3.000	2.738	N/A	2.775	2.962
12	1-3 Years	2.107	2.076	2.052	N/A	1.978	2.759
	4-7 Years	2.039	2.071	2.040	N/A	2.101	2.732
	8-15 Years	1.832	1.906	1.834	N/A	1.804	2.477
	16-25 Years	1.731	2.075	1.892	N/A	1.928	2.590
	Over 25 Yrs.	1.542	2.067	1.780	N/A	1.797	2.856
13	1-3 Years	2.073	2.225	2.064	N/A	2.264	2.928
	4-7 Years	2.282	2.283	2.329	N/A	2.160	2.677
	8-15 Years	2.367	2.482	2.546	N/A	2.582	2.921
	16-25 Years	2.446	3.021	2.613	N/A	2.726	2.878
	Over 25 Yrs.	2.275	2.202	2.239	N/A	2.021	2.475
14	1-3 Years	2.139	2.024	2.193	N/A	1.969	2.231
	4-7 Years	2.153	2.167	2.031	N/A	2.237	2.423
	8-15 Years	2.076	1.899	1.801	N/A	1.941	1.991
	16-25 Years	1.500	1.625	2.071	N/A	2.064	2.038
	Over 25 Yrs.	2.462	2.778	2.506	N/A	2.706	2.692
15	1-3 Years	2.286	1.821	2.490	N/A	2.280	2.680
	4-7 Years	2.865	2.731	2.556	N/A	2.615	3.411
	8-15 Years	2.368	2.277	2.290	N/A	2.146	2.947
	16-25 Years	2.183	2.120	2.053	N/A	2.171	3.043
	Over 25 Yrs.	2.100	2.750	2.156	N/A	2.221	2.640
Phase III Mean Totals	1-3 Years	2.152	2.102	2.175	N/A	2.091	2.751
	4-7 Years	2.243	2.185	2.225	N/A	2.232	2.791
	8-15 Years	2.098	2.085	2.085	N/A	2.065	2.641
	16-25 Years	2.025	2.217	2.100	N/A	2.160	2.724
	Over 25 Yrs.	-	-	-	N/A	-	-

Table 5
Average Subsection Scores by Phase, District and Years of Teaching Experience
Page 4

District Code	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Peer Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
Entire Sample	1-3 Years	2.614	2.691	2.621	N/A	2.610	3.016
	4-7 Years	2.603	2.726	2.676	N/A	2.649	3.053
	8-15 Years	2.520	2.707	2.599	N/A	2.576	2.967
	16-25 Years	2.334	2.693	2.482	N/A	2.480	2.982
	Over 25 Yrs.	2.328	2.734	2.474	N/A	2.403	2.997

* N/A = Not Applicable

Table 6
Average Subsection Scores by
Phase, District and Degree Currently Held

District Code	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Peer Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
Phase I							
01	Bachelors	2.791	3.319	2.698	N/A	2.947	3.550
	Bachelors +	2.798	2.997	2.916	N/A	3.007	3.297
	Masters	2.867	3.000	3.143	N/A	3.042	2.923
	Masters +	2.782	3.177	2.968	N/A	3.011	3.250
	Doctorate	2.720	2.917	2.726	N/A	2.557	2.692
02	Bachelors	2.775	2.912	2.916	N/A	2.784	3.165
	Bachelors +	2.628	2.884	2.881	N/A	2.722	3.102
	Masters	2.476	2.844	2.620	N/A	2.632	2.976
	Masters +	2.610	3.057	2.810	N/A	2.710	3.096
	Doctorate	2.683	3.125	3.056	N/A	3.205	3.068
03	Bachelors	2.622	2.828	2.659	N/A	2.781	2.968
	Bachelors +	2.588	2.745	2.603	N/A	2.680	2.925
	Masters	2.383	2.636	2.454	N/A	2.571	2.790
	Masters +	2.616	2.816	2.646	N/A	2.719	2.925
	Doctorate	2.450	2.563	2.530	N/A	2.488	2.766
04	Bachelors	2.793	3.157	2.862	N/A	2.782	3.014
	Bachelors +	2.708	3.053	2.903	N/A	2.642	2.946
	Masters	2.487	3.056	2.644	N/A	2.557	3.234
	Masters +	2.635	3.074	2.708	N/A	2.570	2.990
	Doctorate	2.644	3.625	2.619	N/A	2.396	3.538
05	Bachelors	3.376	3.569	3.510	3.333	3.325	3.394
	Bachelors +	3.254	3.426	3.256	3.014	3.222	3.364
	Masters	3.104	3.160	2.944	2.724	2.730	3.209
	Masters +	3.202	3.382	3.183	2.907	3.100	3.317
	Doctorate	2.878	3.000	2.514	2.753	2.692	3.244
06	Bachelors	2.156	3.500	2.786	3.042	2.694	3.077
	Bachelors +	2.729	3.268	2.902	2.842	2.847	2.920
	Masters	2.884	3.183	2.800	2.307	2.670	3.031
	Masters +	2.561	3.282	2.723	2.666	2.739	3.028
	Doctorate	-	-	-	-	-	-

Table 6
Average Subsection Scores by Phase, District and Degree Currently Held
Page 2

District Code	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Peer Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
Phase I (Cont'd)							
07	Bachelors	3.123	2.759	2.762	N/A	2.656	2.863
	Bachelors +	2.717	2.048	2.497	N/A	2.250	3.060
	Masters	1.700	2.000	2.000	N/A	1.000	1.692
	Masters +	2.775	2.219	2.843	N/A	2.370	2.874
	Doctorate	-	-	-	N/A	-	-
Phase I Mean Totals	Bachelors	2.758	2.972	2.826	3.188	2.804	3.081
	Bachelors +	2.707	2.927	2.823	2.928	2.773	3.067
	Masters	2.542	2.842	2.611	2.516	2.605	2.952
	Masters +	2.727	3.069	2.830	2.787	2.809	3.085
	Doctorate	2.690	2.992	2.727	2.753	2.722	3.037
Phase II							
08	Bachelors	2.584	2.457	2.498	N/A	2.667	3.151
	Bachelors +	2.454	2.524	2.573	N/A	2.523	3.145
	Masters	2.450	2.551	2.520	N/A	2.511	3.142
	Masters +	2.276	2.592	2.404	N/A	2.474	3.052
	Doctorate	2.523	3.023	2.540	N/A	2.866	3.445
09	Bachelors	2.765	2.643	2.369	N/A	2.535	2.879
	Bachelors +	2.591	2.861	2.821	N/A	2.725	2.974
	Masters	2.614	3.227	2.849	N/A	2.988	2.954
	Masters +	2.691	3.000	2.829	N/A	2.656	3.320
	Doctorate	2.000	2.667	2.571	N/A	2.769	2.727
10	Bachelors	3.326	3.167	3.429	N/A	3.231	3.410
	Bachelors +	2.886	2.690	2.820	N/A	2.849	3.143
	Masters	3.056	3.250	3.000	N/A	2.577	2.769
	Masters +	2.934	3.023	2.777	N/A	2.789	3.007
	Doctorate	3.900	3.500	3.714	N/A	3.917	3.455
Phase II Mean Totals	Bachelors	2.627	2.505	2.525	N/A	2.677	3.137
	Bachelors +	2.474	2.549	2.595	N/A	2.545	3.135
	Masters	2.500	2.706	2.605	N/A	2.611	3.098
	Masters +	2.341	2.648	2.458	N/A	2.507	3.072
	Doctorate	2.589	3.032	2.633	N/A	2.939	3.366

Table 6
Average Subsection Scores by Phase, District and Degree Currently Held
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District Code	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Peer Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
Phase III							
11	Bachelors	2.471	2.262	2.672	N/A	2.457	3.198
	Bachelors +	2.315	2.018	2.297	N/A	2.264	2.679
	Masters	2.462	2.333	2.429	N/A	2.727	2.572
	Masters +	1.969	1.939	2.345	N/A	2.196	2.582
	Doctorate	-	-	-	N/A	-	-
12	Bachelors	2.027	1.977	1.892	N/A	1.992	2.611
	Bachelors +	1.886	1.943	1.915	N/A	1.860	2.539
	Masters	1.820	1.903	2.015	N/A	1.820	2.752
	Masters +	1.814	2.200	1.911	N/A	2.004	2.749
	Doctorate	2.030	2.556	2.536	N/A	2.606	2.769
13	Bachelors	2.735	4.000	2.500	N/A	2.410	2.426
	Bachelors +	2.226	2.377	2.327	N/A	2.317	2.845
	Masters	2.537	2.042	2.701	N/A	2.534	2.812
	Masters +	2.333	2.654	2.434	N/A	2.529	2.876
	Doctorate	1.200	-	-	N/A	-	3.231
14	Bachelors	2.067	1.819	2.095	N/A	1.729	2.207
	Bachelors +	1.983	1.994	1.845	N/A	2.099	2.142
	Masters	2.633	1.833	2.071	N/A	2.594	1.731
	Masters +	2.111	2.400	2.338	N/A	2.227	2.351
	Doctorate	3.000	3.000	3.250	N/A	3.091	-
15	Bachelors	2.802	2.375	2.919	N/A	2.532	2.795
	Bachelors +	2.375	2.274	2.303	N/A	2.219	3.036
	Masters	2.239	2.350	1.929	N/A	1.910	3.045
	Masters +	2.321	2.339	2.207	N/A	2.261	2.978
	Doctorate	-	-	-	N/A	-	-
Phase III Mean Totals	Bachelors	2.240	2.098	2.185	N/A	2.118	2.653
	Bachelors +	2.095	2.090	2.096	N/A	2.073	2.665
	Masters	2.153	2.019	2.189	N/A	2.140	2.753
	Masters +	2.069	2.322	2.148	N/A	2.205	2.787
	Doctorate	2.058	2.667	2.714	N/A	2.727	2.923

Table 6
Average Subsection Scores by Phase, District and Degree Currently Held
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District Code	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Peer Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
Entire Sample	Bachelors	2.631	2.702	2.634	N/A	2.649	3.022
	Bachelors +	2.524	2.672	2.619	N/A	2.576	3.000
	Masters	2.456	2.660	2.537	N/A	2.516	2.960
	Masters +	2.511	2.834	2.617	N/A	2.626	3.022
	Doctorate	2.578	2.972	2.693	N/A	2.793	3.131

* N/A = Not Applicable

Table 7
Average Subsection Scores by
Phase, District and Level Taught

District Code	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Peer Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
Phase I							
01	Elementary	2.782	3.036	2.917	N/A	3.024	3.286
	Mid-Jr. High	2.503	2.781	2.893	N/A	2.813	3.151
	High School	2.830	3.139	2.939	N/A	2.932	3.262
	DNA	2.756	3.500	3.016	N/A	3.185	3.231
02	Elementary	2.650	2.983	2.884	N/A	2.760	3.156
	Mid-Jr. High	2.506	2.692	2.658	N/A	2.563	2.859
	High School	3.700	3.750	3.143	N/A	3.077	4.000
	DNA	3.333	3.833	3.755	N/A	3.744	3.500
03	Elementary	2.663	2.819	2.611	N/A	2.732	2.931
	Mid-Jr. High	2.467	2.700	2.669	N/A	2.690	2.979
	High School	2.445	2.647	2.547	N/A	2.557	2.790
	DNA	2.492	2.881	2.293	N/A	2.683	2.780
04	Elementary	2.801	3.156	2.949	N/A	2.711	3.098
	Mid-Jr. High	2.669	3.199	2.960	N/A	2.665	2.927
	High School	2.419	2.843	2.448	N/A	2.442	2.851
	DNA	-	-	-	N/A	-	-
05	Elementary	3.238	3.403	3.213	3.027	3.191	3.425
	Mid-Jr. High	3.386	3.587	3.466	2.921	3.156	3.268
	High School	3.066	3.202	2.955	2.803	2.910	3.174
	DNA	2.600	3.750	3.000	2.500	2.846	-
06	Elementary	2.486	3.419	2.950	2.827	2.979	3.246
	Mid-Jr. High	2.679	3.330	2.947	2.879	2.768	2.920
	High School	2.756	3.110	2.570	2.560	2.581	2.875
	DNA	-	-	-	-	-	-
07	Elementary	2.769	2.143	2.695	N/A	2.349	3.009
	Mid-Jr. High	-	-	-	N/A	-	-
	High School	1.700	2.000	2.000	N/A	1.000	1.692
	DNA	3.400	3.750	3.143	N/A	3.231	-

Table 7
Average Subsection Scores by Phase, District and Level Taught
Page 2

District Code	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Peer Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
Phase I (Cont'd)							
Phase I Mean Totals	Elementary	2.736	2.998	2.843	2.927	2.817	3.121
	Mid-Jr. High	2.605	2.895	2.805	2.900	2.703	2.960
	High School	2.682	2.953	2.694	2.682	2.685	2.988
	DNA	2.774	3.358	2.879	2.500	3.079	3.013
Phase II							
08	Elementary	2.426	2.575	2.531	N/A	2.553	3.189
	Mid-Jr. High	2.510	2.563	2.532	N/A	2.577	3.054
	High School	2.181	2.363	2.335	N/A	2.317	2.979
	DNA	2.506	2.917	2.249	N/A	2.857	3.241
09	Elementary	2.597	2.792	2.762	N/A	2.713	2.982
	Mid-Jr. High	2.695	3.295	2.630	N/A	2.715	3.091
	High School	2.450	3.667	2.857	N/A	2.692	3.846
	DNA	-	-	-	N/A	-	-
10	Elementary	2.959	3.023	2.912	N/A	2.873	3.091
	Mid-Jr. High	2.732	2.655	2.629	N/A	2.563	3.022
	High School	3.633	3.250	3.524	N/A	3.818	3.305
	DNA	-	-	-	N/A	-	-
Phase II Mean Totals	Elementary	2.458	2.611	2.566	N/A	2.580	3.166
	Mid-Jr. High	2.537	2.635	2.546	N/A	2.590	3.056
	High School	2.238	2.431	2.394	N/A	2.382	3.012
	DNA	2.506	2.917	2.249	N/A	2.852	3.241
Phase III							
11	Elementary	2.335	2.010	2.370	N/A	2.256	2.773
	Mid-Jr. High	2.095	2.182	2.280	N/A	2.386	2.628
	High School	-	-	-	N/A	-	-
	DNA	-	-	-	N/A	-	-
12	Elementary	1.845	2.056	1.938	N/A	1.907	2.656
	Mid-Jr. High	2.031	1.969	1.889	N/A	2.017	2.535
	High School	1.500	1.250	1.429	N/A	1.308	2.846
	DNA	-	-	-	N/A	-	-

Table 7
Average Subsection Scores by Phase, District and Level Taught
Page 3

District Code	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Peer Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
Phase III (Cont'd)							
13	Elementary	2.280	2.644	2.458	N/A	2.479	3.197
	Mid-Jr. High	2.512	2.474	2.401	N/A	2.498	2.893
	High School	2.282	2.253	2.339	N/A	2.356	2.375
	DNA	-	-	-	N/A	-	-
14	Elementary	2.078	2.080	2.090	N/A	2.113	2.239
	Mid-Jr. High	2.196	2.222	2.040	N/A	2.222	1.951
	High School	-	-	-	N/A	-	-
	DNA	-	-	-	N/A	-	-
15	Elementary	2.423	2.147	2.301	N/A	2.156	2.990
	Mid-Jr. High	2.575	2.955	2.511	N/A	2.718	3.098
	High School	2.182	2.330	2.141	N/A	2.201	2.964
	DNA	-	-	-	N/A	-	-
Phase III Mean Totals	Elementary	2.061	2.134	2.114	N/A	2.074	2.747
	Mid-Jr. High	2.210	2.249	2.128	N/A	2.256	2.649
	High School	2.226	2.269	2.251	N/A	2.271	2.632
	DNA	-	-	-	N/A	-	-
Entire Sample	Elementary	2.520	2.725	2.621	N/A	2.599	3.049
	Mid-Jr. High	2.515	2.705	2.605	N/A	2.592	2.931
	High School	2.526	2.761	2.577	N/A	2.567	2.943
	DNA	2.691	3.221	2.699	N/A	3.015	3.097

* N/A = Not Applicable

Summary

This document presents the quantitative levels of career ladder project acceptability described on the basis of specific program components and demographic conditions. These averages are initially broken down by the following seven demographic factors: gender; career ladder participation; position in district; ethnicity; years of teaching experience; degree currently held; and level taught. These dually stratified results are also aggregated across all respondents and for Phase I, II and III districts. It is hoped that these demographic sub-groupings will reveal systematic sources of difference in respondents' attitudes with respect to the six major components of program assessment.